Civilian Education System

Army Management Staff College

Purpose

- Provide an overview of the Army Management Staff College and the programs offered
- Inform and educate Army civilians worldwide on the progressive and sequential Civilian Education System (CES)

Agenda

- Who we are
- What we do
- Campus locations
- Our programs
- Why we need CES
- CES overview
- CES course design
- CES enrollment
- Course dates
- How to apply

Mission

- Educate and prepare the Army Civilian Corps and military members for leadership and management responsibilities throughout the Army

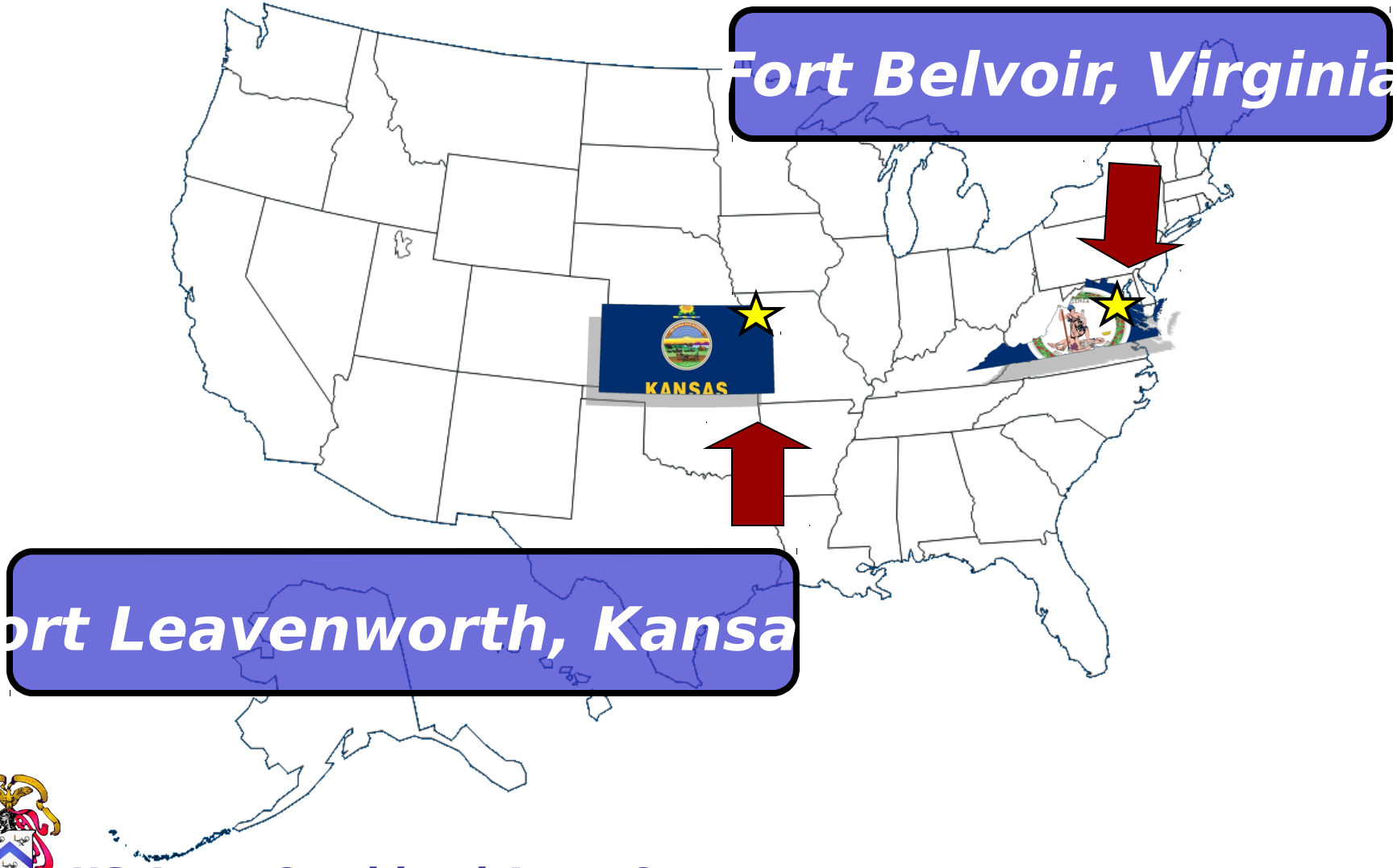
- Act as analytical agent for the Army Civilian Education System curriculum

- Conduct research and provide solutions to the Civilian Corps and Installation Management communities

Vision

The Innovative Center for Lifelong Leader Development

Campus Locations



Our Programs

Command Programs

- General Officer Senior Command Course (GOSCC)
- Garrison Precommand Course (GPC)
- Garrison Command Sergeants Major Course (GCSMC)
- Anti-Terrorism Force Protection Level 4 Course
- Directorate of Plans, Training, Mobilization, and Security Course
- Installation Force Protection Exercise
- Region Installation Support Team Course

Our Programs

Civilian Education System

- Foundation Course
- Action Officer Development Course
- Supervisors Development Course
- Basic Course
- Intermediate Course
- Managers Development Course
- Advanced Course
- Continuing Education for Senior Leaders

What's Changed…

- Global War on Terrorism
- Army civilians are deployed
- more frequently
- Significant mil-civ conversion
- NSPS

Army Required

MULTI-SKILLED LEADERS

- Strategic & creative thinkers
- Builders of leaders and teams
- Competent full spectrum warfighter or accomplished professional who supports THE SOLDIER
- Effective in managing, leading & changing large organizations
- Skilled in governance, statesmanship and diplomacy

Army Requires

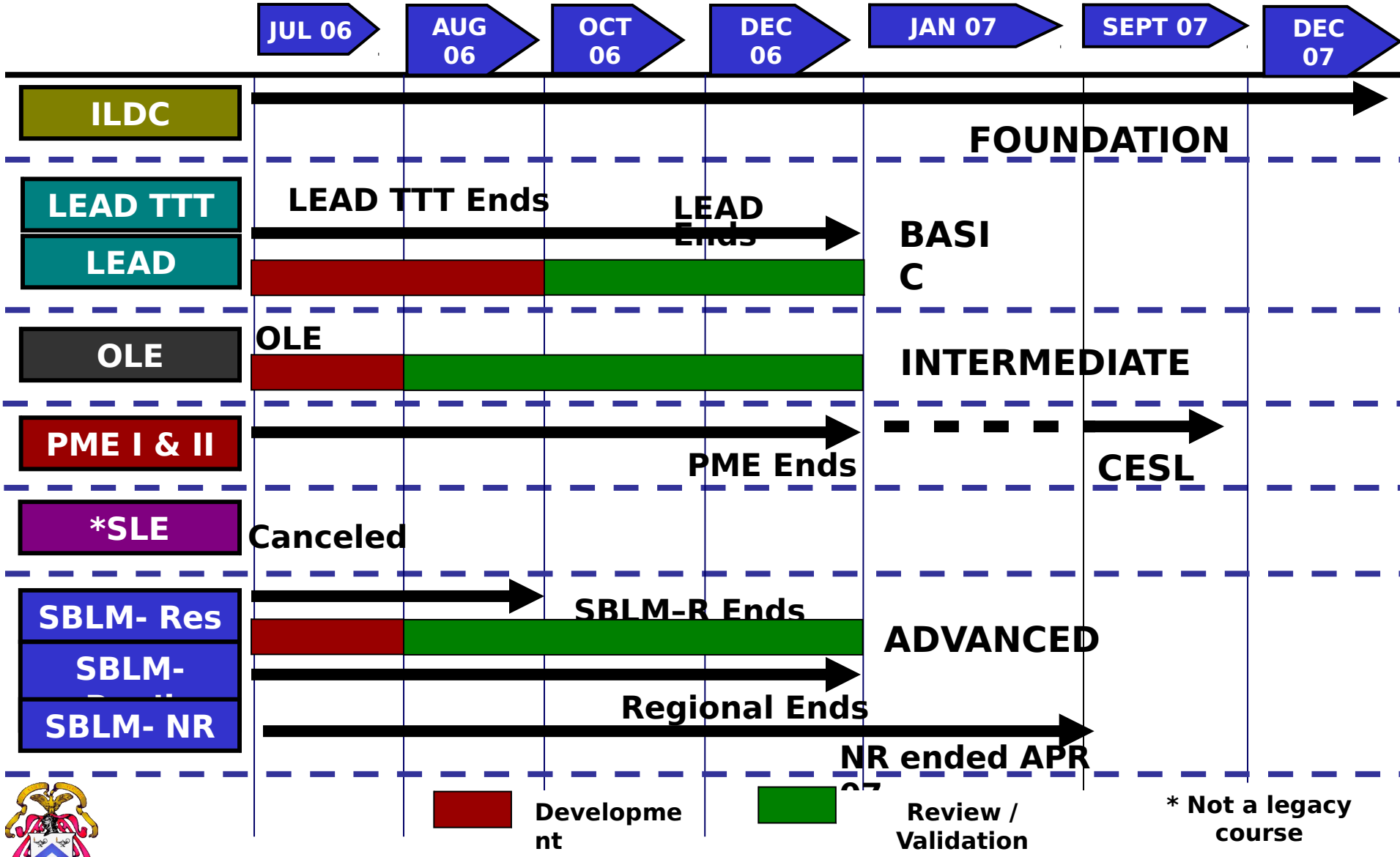
"a well-developed and executed, integrated, systemic approach for civilian leader development."

(ATLDP-C 24 Feb 2003)

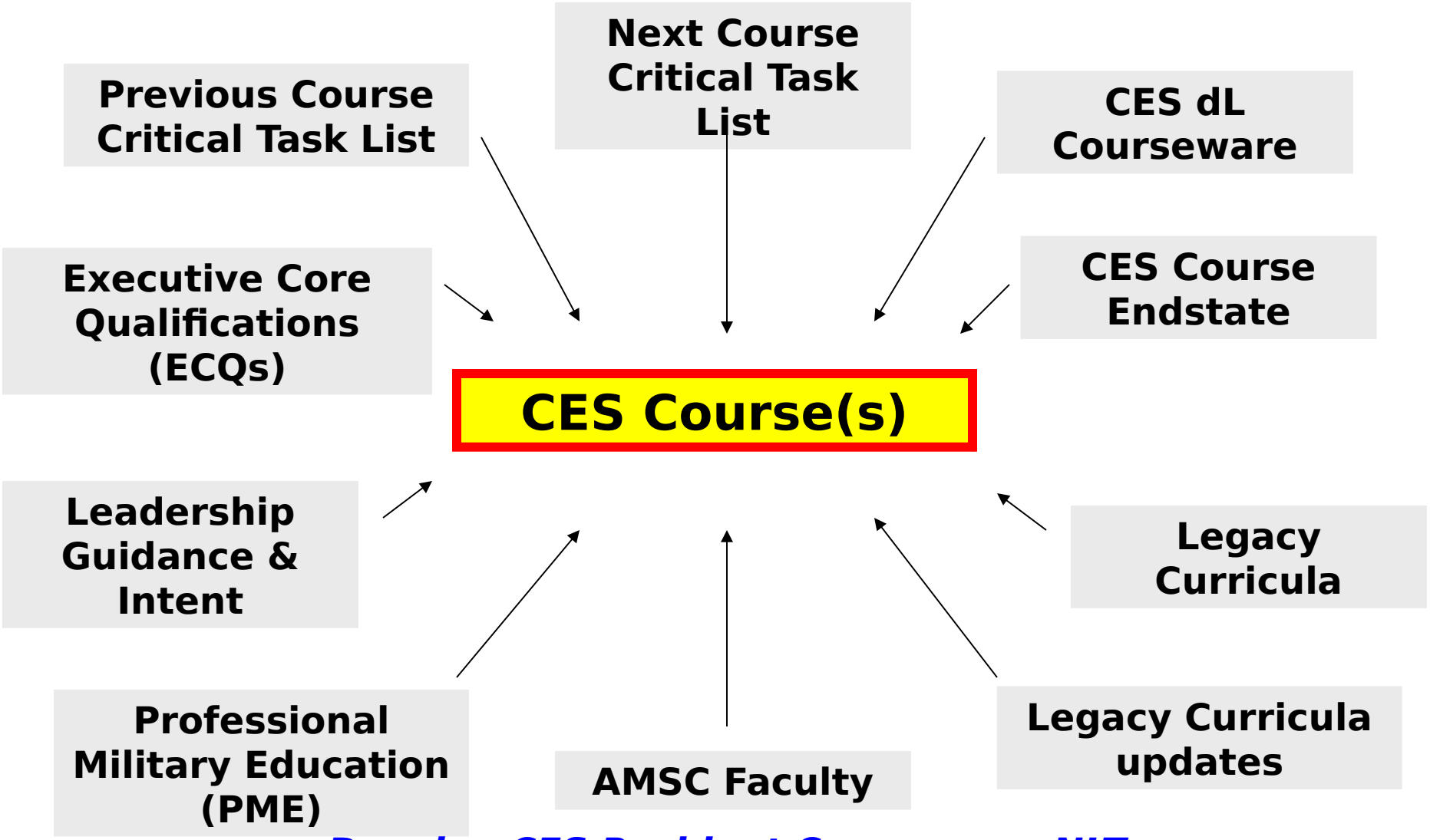
Civilian Education System (CES)

A progressive and sequential civilian leader development program that provides enhanced leader development and education opportunities for Army civilians throughout their careers

Legacy to CES Course Transition



CES Course Design



Develop CES Resident Courseware NLT Jun 06

Initial Implementation NLT Jan 07

Civilian Leader Development Overview

Pay Band 1		Pay Band 2			Pay Band 3
GS-5/7/9	GS-11	GS-12	GS-13	GS-14	GS-15
NAF 1/2/3	NAF			NAF 5	

Federal Wage System employees' eligibility varies by geographic location

Most permanent Army civilians are centrally funded, which includes Local Nationals. Military members, and term and temporary employees, and non-Department of the Army employees, for example, are funded through their own organizations

Senior Service School

DOD Defense Senior Leader Development Program (DSLDP)

Senior Leaders (CESL)

Advanced Course (AC) – dL & Resident

Manag

Intermediate Course (IC) – dL & Resident

Basic Course (BC) – dL & Resident

Supervisors Development Course (SDC) – dL

Action Officers Development Course (AODC) – dL

Learning Communities

Foundation Course (FC) – dL *For ALL new Army Civilians*

Pay bands based on supervisory responsibility

Civilian Leader Development Online Courses

distributed Learning (dL) available through the Internet to all Army civilians for self-development

Action Officers Development Course	Supervisors Development Course	Managers Development Course
Designed for civilians who "work actions" on behalf of senior staff officers or commanders Required for interns Completion required before they complete the intern program	Provides supervisors and managers with civilian administration skills such as work management and basic supervision Required for employees in supervisory and management positions	Assists supervisors and managers with basic skills for managing work and leading people Recommended for all civilians in supervisory and management positions

Foundation Course

57 hours of distributed Learning (dL)

DA Civilian who understands and appreciates Army values and customs; serves professionally as a member of the Department of the Army; acquires foundation competencies for leader development

- Understand structure of the Army
- Knows Army leadership and doctrine
- Organizes daily activities
- Knows how to build teams and practices group dynamics
- Applies the skills for increasing self-awareness
- Meets DA administrative requirements
- Applies effective communication principles
- Comprehends career progression for DA civilians

dL available to all Army civilians for self-development

Foundation Course

Enrollment Information

Eligibility

- All DA Civilian employees
- Military supervisors of Army civilians, Local Nationals and other DOD leaders

Required Attendees

- FC is required for interns, team leaders, supervisors, and managers employed after 30 Sep 2006

Admission Priority

- Available by dL

Course Credit

- Army civilians employed before 30 Sep 2006 are not required to take the FC
- Intern Leader Development Course (ILDC) is equivalent to FC

Basic Course

2 weeks resident, 40 hours of distributed Learning (dL)

DA civilian who understands and applies basic leadership skills to lead and care for small teams; applies effective communication skills to build a team; demonstrates internal and external awareness and directs team accordingly; develops and mentors subordinates

Lead teams

Develop self, team members, & team

Achieve team task(s) in support of team mission(s)

dL available to all Army civilians for self-development

Basic Course

Enrollment Information

Eligible

- Army civilians in permanent appointments, Military supervisors of civilians, Local Nationals and other DOD leaders.

Course Equivalency

- Courses: Leadership Education and Development (LEAD), Officer Basic Course (OBC), Warrant Officer Advanced Course (WOAC), Advanced NCO course (ANCOC).

Prerequisite for Resident Phase

- FC if required and BC Pre-work *(Distributed Learning (dL); Leader Philosophy Paper; Readings)*

Basic Course
Admission Priority

Priority 1

- Required for Army civilians in permanent appointments, assigned as a team leader or in a supervisory or managerial position and have not been granted course credit. Must complete course within one year of placement.

Priority 2

- Army civilians in permanent appointment non-supervisory positions and have not been granted course credit.
- Army civilians and DOD employees in an Army endorsed supervisory or management development program and have not been granted course credit.
- Army civilians in permanent appointment supervisory or managerial positions who are recommended by their supervisors and completed legacy civilian and military LD equivalent course five or more years prior to date of CES consideration.

Priority 3

- Active duty military supervisors of Army civilians.
- Army civilians in permanent appointment non supervisory positions who are recommended by their supervisors and have completed a legacy civilian or military LD equivalent course five or more years prior to date of CES consideration.
- Local Nationals and other DoD leaders who meet eligibility and prerequisites.
- Term and temporary civilians who are responsible for leading or supervising civilians and meet eligibility and prerequisites.

Intermediate Course

3 weeks resident, 44.5 hours of distributed Learning (dL)

DA civilian skilled in leading; managing human and financial resources; implementing change; directing program management and systems integration; displaying flexibility, resilience, and focus on mission

Leads people

Manages systems

dL available to all Army civilians for self-development

ntermediate Course

Enrollment information

Eligible

- Army civilians in permanent appointments, Military supervisors of civilians, Local Nationals and other DOD employees.

Course Equivalency

- Courses: Organizational Leadership for Executives (OLE), Captains Career Course (CCC), Warrant Officer Senior Course (WOSC), First Sergeant Course (FSC).

Prerequisite for Resident Phase

- FC if required
- BC or equivalent

Intermediate Course

Admission Priority

Priority 1

- Required for Army civilians in permanent appointment to supervisory or managerial positions and have not been granted course credit. Must complete course within 2 years of placement.

Priority 2

- Army civilian in permanent appointment non-supervisory positions and have not been granted course credit.
- Army civilians and DOD employees in an Army-endorsed supervisory or management development program and have not been granted course credit.
- Army civilians in permanent appointment to supervisory or managerial positions who are recommended by their supervisors and completed legacy civilian and military LD equivalent course five or more years prior to date of CES consideration.

Priority 3

- Active duty Military supervisors of Army civilians.
- Army civilians in permanent appointment to non-supervisory positions who are recommended by their supervisors and completed legacy civilian and military LD equivalent course five or more years prior to date of CES consideration.
- Local Nationals and other DOD leaders who meet eligibility and prerequisites.
- Term and temporary Army civilians who are responsible for supervising civilians and meet eligibility and prerequisites.

Advanced Course

4 weeks resident, 63 hours of distributed Learning (dL)

Army Civilians skilled in leading a complex organization in support of national security and defense strategies; integrating Army and Joint systems in support of the Joint Force; inspiring vision and creativity; implementing change; and managing programs.

Leads people in a complex organization

Leads a complex organization and inspires vision and creativity

Operates within an environment of integrated systems, with a focus on mission

dL available to all Army civilians for self-development

Advanced Course

Enrollment information

Eligible

- Army civilians in permanent appointments, Military supervisors of civilians, Local Nationals and other DoD leaders.
- GS13–15 or comparable NSPS pay band.

Course Equivalency

- Courses: Army Management Staff College or Sustaining Base Leadership and Management (SBLM), Command and General Staff College/Intermediate Level Education (CGSC/ILE), Warrant Officer Senior Staff Course (WOSSC), Sergeant Majors Course (SMC).

Prerequisite for Resident Phase

- FC if required
- BC, IC or equivalency for each
- AC DL

Advanced Course

Admission Priority

Priority 1

- Required for Army civilians in permanent appointment to supervisory or managerial positions and have not been granted course credit. Must complete course within 2 years of placement.

Priority 2

- Army civilians in permanent appointment non-supervisory positions and have not been granted course credit.
- Army civilians & DoD employees in an Army endorsed supervisory or management development program and have not been granted course credit.
- Army civilians in permanent appointment to supervisory or managerial positions who are recommended by their supervisors and completed legacy civilian and military LD equivalent course five or more years prior to date of CES consideration.

Priority 3

- Active duty military supervisors of Army civilians
- Army civilians in permanent appointment to non-supervisory or managerial positions who are recommended by their supervisors and completed legacy civilian and military LD equivalent course five or more years prior to date of CES consideration.
- Local Nationals and other DOD leaders who meet eligibility and prerequisites.
- Term and temporary civilians responsible for supervising Army civilians who meet eligibility and prerequisites.

Continuing Education for Senior Leaders

4.5 Day Resident, 40 hours of dL

The CESL targets leaders at the GS14/15 leadership level or equivalent. CESL will sustain and further develop leaders by refining their broad skills and potential for the Department of Defense's future contemporary operating environment. The program is a participatory environment where students discuss current issues in the field.

- Prepares for transition to senior level leadership positions
- Uses inventive problem solving techniques
- Strengthens awareness of organizational well being and cultural diversity issues
- Uses knowledge management techniques
- Generates strategic thinking: creating agile and resilient organizations
- Understands impact of moral development/ Intellectual development

Continuing Education for Senior Leaders

Enrollment Information

Eligibility

- Army civilian employees GS-14/15 above and equivalent levels in leadership positions
- Military (SGM, CW4, CW5, LTC, COL) who supervise civilian supervisors/managers
- Must have completed one of the following Courses:
  a. Sustaining Base Leadership and Management Course (AMSC)
  b. Command General Staff College Intermediate Level Education
  c. Warrant Officer Senior Staff College
  d. Sergeants Major Course
  e. Advanced Course (must wait one year after graduation)

Prerequisite

- 40 hour dL phase required prior to the 4.5 day resident phase

NOTE: Those who have completed work at a SSC have met the equivalency of CESL

Basic Course Resident Phase (FY10)

Location	Dates	Application Deadline	Target Audience	Prerequisite
Fort Leavenworth	19 Oct 09 – 30 Oct 09	Closed	Army leaders who exercise direct leadership to lead and care for teams	Foundation Course dL tasks
Fort Leavenworth	2 Nov 09 – 13 Nov 09	Closed		
Fort Leavenworth	7 Dec 09 – 18 Dec 09	Closed		
Fort Leavenworth	4 Jan 10 – 5 Feb 10	5 Nov 09		
Fort Leavenworth	25 Jan 10 – 5 Feb 10	26 Nov 09		
Fort Leavenworth	22 Feb 10 – 5 Mar 10	24 Dec 09		
Fort Leavenworth	15 Mar 10 – 26 Mar 10	14 Jan 10		

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Intermediate Course Resident (FY09 & FY10)

Phase I

Location	Dates	Application Deadline	Target Audience	Prerequisite
Fort Belvoir	14 Sep 09 – 3 Oct 09	Closed	Army leaders who exercise direct and/or indirect leadership	Performance of Basic Course tasks Intermediate Course dL tasks
Fort Belvoir	2 Nov 09 – 18 Dec 09	Closed		
Fort Belvoir	30 Nov 09 – 18 Dec 09	Closed		
For Belvoir	11 Jan 10 – 29 Jan 10	12-Nov-09		
Fort Belvoir	8 Feb 10 – 26 Feb 10	10-Dec-09		
Fort Belvoir	8 Mar 10 – 26 Mar 10	7-Jan-10		

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Advanced Course Resident Phase (FY10)

Location	Dates	Application Deadline	Target Audience	Prerequisite
Fort Belvoir	5 Oct 09 – 30 Oct 09	Closed	Senior level Army leaders who exercise indirect leadership	Performance of Intermediate Course tasks Advanced Course Distributed Learning (dL) tasks
Fort Belvoir	1 Feb 10 – 26 Feb 10	3 Dec 09		

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Continuing Education for Senior Leaders (FY10)

Location	Dates	Application Deadline	Target Audience	Prerequisite
Fort Belvoir	25 Jan 10 – 29 Jan 10	26 Nov 09	Leaders at the GS14/15 level or equivalent	40 hour dL phase required prior to the 4.5 day resident phase
Fort Belvoir	26 Apr 10 – 30 Apr 10	25 Feb 10		
Fort Belvoir	2 Aug 10 – 6 Aug 10	3 Jun 10		
Fort Belvoir	14 Jun 10 – 18 Jun 10	15 Apr 10		

Registration

To register, visit the Civilian Human Resource Training Application System (CHRTAS) web site at https://www.atrrs.army.mil/channels/chrtas/

Have a question?

Contact the AMSC Help Desk

(703) 805-4720/DSN 655 4720

or

AMSC Registrar Office

amscregistrar@conus.army.mil

AMSC

QUESTIONS?

Home Page:
http://www.amsc.belvoir.army.mil